

2024 Employee Benefit Plan Limits

Retirement Plan Limits

	2024	2023	2022
401(k), 403(b) and 457(b) deferral limits	\$23,000.00	\$22,500.00	\$20,500.00
Age 50 catchup contributions	\$7,500.00	\$7,500.00	\$6,500.00
Highly Compensated Employee Threshold (HCE Threshold)	\$155,000.00	\$150,000.00	\$135,000.00
Maximum Eligible Compensation	\$345,000.00	\$330,000.00	\$305,000.00
Social Security Taxable Wage Base	\$168,600.00	\$160,200.00	\$147,000.00
Key Employee Salary Threshold for Officers	\$220,000.00	\$215,000.00	\$200,000.00
DB Plan Dollar Limit	\$275,000.00	\$265,000.00	\$245,000.00
DC Plan Dollar Limit	\$69,000.00	\$66,000.00	\$61,000.00

Professional Benefit Services, Inc.

Consumer Driven Health Plan Limits

	2024	2023	2022
HSA Contribution Limit (Employer + Employee)			
-Individual	\$4,150.00	\$3,850.00	\$3,650.00
-Family	\$8,300.00	\$7,750.00	\$7,300.00
HSA Catch-up	\$1,000.00	\$1,000.00	\$1,000.00
Health FSA Deferral Limit	\$3,200.00	\$3,050.00	\$2,850.00
Health FSA Maximum Rollover	\$640.00	\$610.00	\$570.00
QSEHRA			
-Individual	\$6,150.00	\$5,850.00	\$5,450.00
-Family	\$12,450.00	\$11,800.00	\$11,050.00
TRN/PKG Per Month	\$315.00	\$300.00	\$280.00
Daycare	\$5,000.00	\$5,000.00	\$5,000.00

Key Date to Remember Before the End of the Year

- December 1 – Last day to distribute Safe Harbor (match) notices for existing plans.